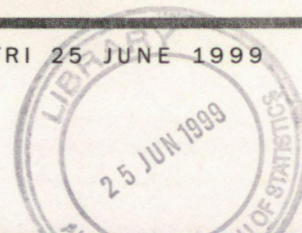


# **INDUSTRIAL DISPUTES**

## **AUSTRALIA**

EMBARGO: 11.30AM (CANBERRA TIME) FRI 25 JUNE 1999



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### **INQUIRIES**

- For further information about these and related statistics, contact Margaret Livingston on Melbourne 03 9615 7329, or any ABS office shown on the back cover of this publication.

## NOTES

### ROUNDING

Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

.....

### ABBREVIATIONS

ABS Australian Bureau of Statistics

ANZSIC Australian and New Zealand Standard Industrial Classification

W. McLennan

Australian Statistician



1998

6322.0

# **INDUSTRIAL DISPUTES** AUSTRALIA

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## SUMMARY OF FINDINGS

### AUSTRALIA

#### *Disputes which occurred during the year*

There were 518 industrial disputes reported in 1998, involving 526,200 working days lost and 348,300 employees.



Source: Table 1

The number of working days lost decreased marginally from 534,200 in 1997 to 526,200 in 1998. This is the lowest figure for a calendar year since 1994 (501,600). The number of working days lost per thousand employees decreased from 75 in 1997 to 72 in 1998.



Source: Table 1

The number of employees involved in industrial disputation (directly and indirectly) during 1998 increased by 10% over the preceding 12 months, (315,400 to 348,300).

## SUMMARY OF FINDINGS *continued*

### *Disputes which ended during the year*

Of the 514 disputes which ended during 1998, 87% involved fewer than 400 employees. These disputes accounted for 157,300 working days lost (26% of the national total). Only 3% of disputes involved 3,000 or more employees but these accounted for 357,500 working days lost (58% of the national total).

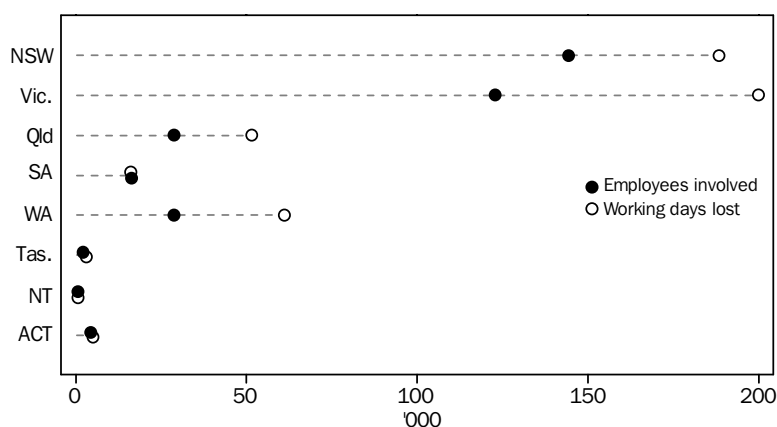
Almost 80% of disputes (405) involved fewer than 500 working days lost. These resulted in the loss of 52,300 (9%) working days. The 12 disputes which involved 10,000 or more working days lost accounted for 61% of all working days lost. Almost 70% of working days lost were due to disputes which lasted no more than two days, compared to 50% in 1997.

### STATES AND TERRITORIES

Among the States and Territories, New South Wales recorded the highest number of industrial disputes with 218, 19 more than in 1997. Victoria recorded the largest increase in the number of disputes, up from 112 in 1997 to 137 in 1998. Queensland recorded the largest drop in the number of disputes from 86 in 1997 to 62 in 1998.

Approximately 84% of the 526,200 working days lost from industrial disputation in Australia during 1998 occurred in three States—New South Wales (188,500); Victoria (200,000); and Queensland (51,500). New South Wales recorded the largest increase in the number of working days lost, from 153,700 in 1997 to 188,500 in 1998, followed by South Australia, up from 8,000 to 16,100. The largest decrease in working days lost was recorded in Queensland, down from 92,000 in 1997 to 51,500 in 1998, the lowest recorded for a calendar year for that State since 1947 (31,200). Working days lost in Victoria decreased from 212,100 to 200,000.

The number of employees involved in industrial disputes during 1998 decreased in all States and Territories except in New South Wales which recorded a large increase from 72,700 in 1997 to 144,300 in 1998, and South Australia, up from 8,200 to 16,300. Queensland reported the largest decrease, down from 65,800 in 1997 to 28,800 in 1998.

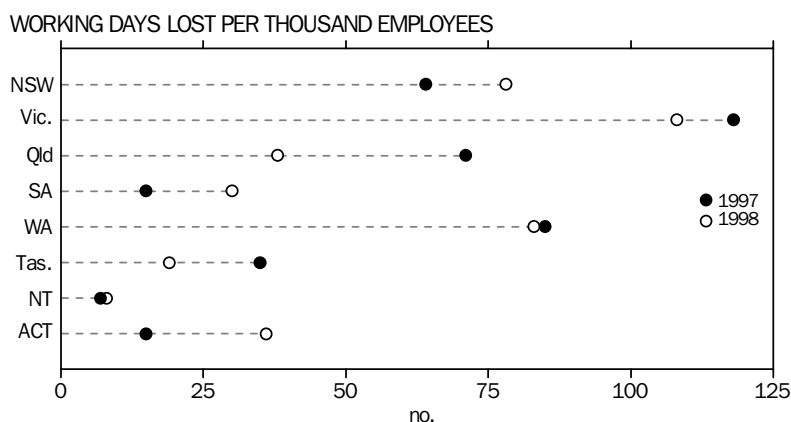


Source: Tables 3 & 4

Victoria recorded the highest rate of working days lost per thousand employees in 1998 (108), followed by Western Australia (83) and New South Wales (78). The national average was 72. From 1997 to 1998 the largest decrease in working days lost per thousand employees occurred in Queensland (71 to 38). Within Queensland, the Coal

## SUMMARY OF FINDINGS *continued*

Mining industry recorded a decrease from 5,851 to 873 working days lost per thousand employees over the same period.



Source: Table 4

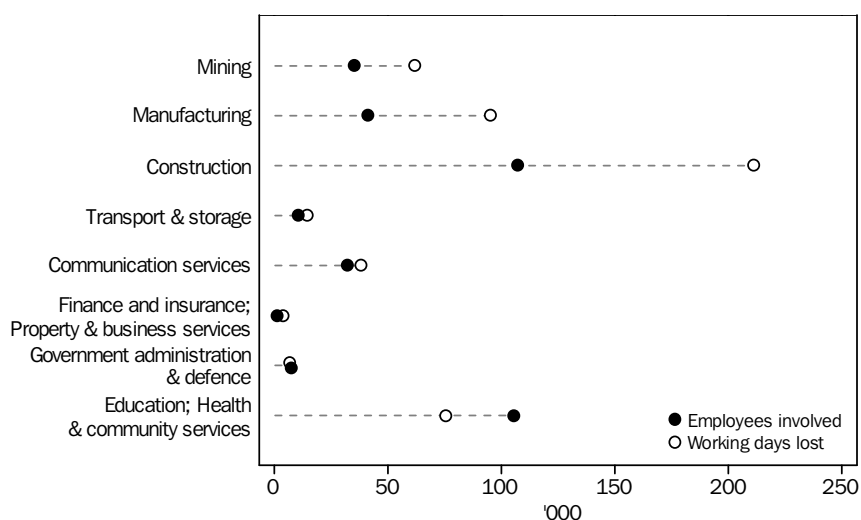
### INDUSTRY

The Construction industry accounted for the largest number of disputes which occurred during the year (140), the highest number of employees involved (107,000) and the highest number of working days lost (210,900). Other industries with relatively significant industrial disputation included Manufacturing with 125 disputes (41,200 employees involved and 95,300 working days lost), Mining with 111 disputes (35,300 employees involved and 61,800 working days lost) and Education; Health and community services with 26 disputes (105,600 employees involved and 75,600 working days lost).

Industrial disputation in the Mining industry was concentrated in Coal mining, with 60,400 working days lost. Within the Manufacturing industry, Food, beverage and tobacco manufacture and Metal product; Machinery and equipment manufacture were predominant, with 33,500 and 27,500 working days lost respectively.

The Construction industry and the Coal mining industry accounted for more than half of working days lost in New South Wales in 1998, where 54,500 and 51,200 working days were lost respectively. The Construction industry recorded the most working days lost in Victoria (72,600), although the number lost was also relatively high in Manufacturing (57,900) and Education; Health and community services (47,500). The Construction industry in Western Australia also recorded a relatively high number of working days lost in 1998 (48,000) compared to other industry categories at the State/Territory level.

## SUMMARY OF FINDINGS *continued*



Source: Table 6

Working days lost per thousand employees in 1998 was highest in the Coal mining industry with 2,732, although this was a decrease of 1,474 (35%) compared to 1997.

Substantial decreases in working days lost per thousand employees were also reported in the Metal product; Machinery and equipment manufacturing industry (189 to 71) and the Education; Health and community services industries (73 to 57). The largest increases in working days lost per thousand employees between 1997 and 1998 were reported in the Construction (290 to 524) and the Transport and storage; Communication services industries (101 to 114).

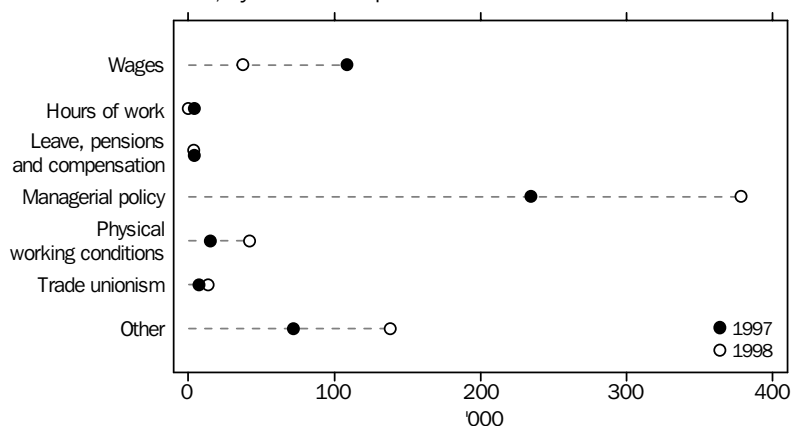
### CAUSE OF DISPUTE

Managerial policy was the major cause of disputation across all industries. It was the main cause of 290 (56%) disputes which ended in 1998, involving 378,400 (62%) working days lost. Physical working conditions was the main cause of 84 disputes, accounting for 41,600 working days lost. However, 'Other' causes (which include protests directed against persons or situations other than those relating to the employer/employee relationship) accounted for 138,400 working days lost.

Working days lost due to the above three causes increased substantially in 1998, compared to 1997. On the other hand, working days lost mainly caused by disputes over wages, declined significantly, from 108,700 in 1997 to 37,300 in 1998.

## SUMMARY OF FINDINGS *continued*

WORKING DAYS LOST, By Cause of Dispute

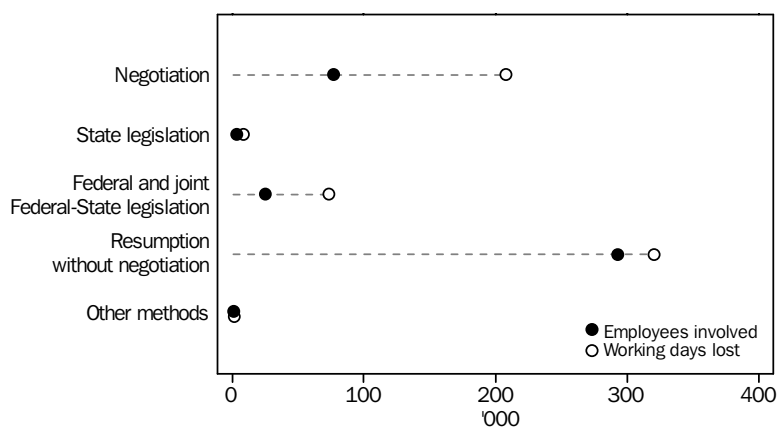


Source: Table 8

### METHOD OF SETTLEMENT

Approximately 60% of all disputes (accounting for 52% of working days lost) were settled by resumption without negotiation. Negotiation was the method reported as directly responsible for the settlement of 120 disputes (23% of all disputes).

Within the Construction industry, 49 disputes accounting for 141,300 working days lost (59% of the industry total) were ended by negotiation.



Source: Table 11

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# 1

## INDUSTRIAL DISPUTES OCCURRING DURING THE YEAR

Period	NUMBER OF DISPUTES . . . . .		EMPLOYEES INVOLVED DIRECTLY . . .		EMPLOYEES INVOLVED INDIRECTLY .		TOTAL EMPLOYEES INVOLVED . . . .		WORKING DAYS LOST . . . . .	
	Commenced during period		Newly Involved		Newly Involved		Newly involved(a)		Per thousand employees	
	no.	Total no.	'000	Total '000	'000	Total '000	'000	Total '000	Total '000	no.
1993	607	610	482.4	482.7	6.8	6.8	489.2	489.6	635.8	100
1994	556	560	261.0	262.7	2.4	2.4	263.4	265.1	501.6	76
1995	635	643	332.2	341.0	3.2	3.2	335.4	344.3	547.6	79
1996	539	543	575.5	577.4	0.3	0.3	575.9	577.7	928.5	131
1997	444	447	310.1	310.5	4.9	4.9	315.0	315.4	534.2	75
1998	515	518	343.8	344.4	3.9	3.9	347.7	348.3	526.2	72

(a) Comprises employees involved in disputes that commenced during the year and employees newly involved in disputes that continued from the previous year.

# 2

## WORKING DAYS LOST PER THOUSAND EMPLOYEES, By Industry

Period	Coal mining	Other mining	Metal product; Machinery and equipment manufacturing	Other manufacturing	Construction	Transport and storage; Communication services	Education; Health and community services	Other industries(a)	All industries
1993	2 915	254	426	121	41	37	106	41	100
1994	5 964	323	117	123	59	137	63	16	76
1995	4 660	1 359	142	160	115	84	57	12	79
1996	7 171	73	146	70	892	43	187	17	131
1997	4 206	19	189	107	290	101	73	11	75
1998	2 732	23	71	106	524	114	57	7	72

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

## INDUSTRIAL DISPUTES, Summary—States and Territories

<i>Period</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Australia</i>
NUMBER OF DISPUTES COMMENCED									
1993	239	114	125	38	110	19	11	9	607
1994	229	106	139	39	82	30	15	9	556
1995	283	107	163	27	69	26	7	12	635
1996	291	96	137	29	53	17	13	23	539
1997	199	110	86	33	71	15	11	14	444
1998	218	135	62	32	77	8	3	16	515
NUMBER OF DISPUTES WHICH OCCURRED									
1993	241	114	125	38	111	19	11	9	610
1994	230	109	139	39	82	30	15	9	560
1995	285	110	167	28	70	27	7	12	643
1996	292	98	138	30	54	19	13	24	543
1997	199	112	86	33	71	15	11	14	447
1998	218	137	62	32	78	8	3	16	518
EMPLOYEES NEWLY INVOLVED('000) (a)									
1993	146.2	200.9	79.3	21.7	27.5	2.7	1.2	9.7	489.2
1994	118.5	50.6	55.2	15.1	15.9	5.6	1.4	1.0	263.4
1995	75.3	77.6	49.4	27.6	99.4	3.2	1.7	1.4	335.4
1996	201.5	120.3	151.1	33.2	36.0	9.9	4.4	19.3	575.9
1997	72.7	128.7	65.8	8.2	31.7	2.4	0.8	4.6	315.0
1998	144.3	122.3	28.8	16.3	28.8	2.1	0.6	4.4	347.7
TOTAL EMPLOYEES INVOLVED('000)									
1993	146.4	200.9	79.3	21.7	27.6	2.7	1.2	9.7	489.6
1994	118.6	52.2	55.2	15.1	15.9	5.6	1.4	1.0	265.1
1995	76.5	79.0	54.7	27.8	99.7	3.4	1.7	1.4	344.3
1996	201.5	121.1	151.6	33.4	36.2	10.0	4.4	19.4	577.7
1997	72.7	129.1	65.8	8.2	31.7	2.4	0.8	4.6	315.4
1998	144.3	122.9	28.8	16.3	28.8	2.1	0.6	4.4	348.3
EMPLOYEES DIRECTLY INVOLVED('000)									
1993	146.3	195.4	78.7	21.4	27.4	2.7	1.2	9.7	482.7
1994	118.0	50.8	55.2	14.9	15.7	5.6	1.4	1.0	262.7
1995	76.4	78.2	52.6	27.8	99.7	3.2	1.7	1.4	341.0
1996	201.5	120.8	151.6	33.4	36.2	10.0	4.4	19.4	577.4
1997	72.7	126.2	65.1	7.9	30.9	2.4	0.8	4.6	310.5
1998	144.3	119.5	28.7	16.2	28.6	2.1	0.6	4.4	344.4
EMPLOYEES INDIRECTLY INVOLVED('000)									
1993	0.1	5.6	0.6	0.3	0.2	—	—	—	6.8
1994	0.5	1.4	—	0.3	0.2	—	—	—	2.4
1995	0.1	0.9	2.1	—	—	0.1	—	—	3.2
1996	—	0.3	—	—	—	—	—	—	0.3
1997	—	2.9	0.7	0.3	0.9	—	—	—	4.9
1998	—	3.3	0.2	0.2	0.1	—	—	—	3.9

— nil or rounded to zero (including null cells)

(a) Comprises employees newly involved in disputes which commenced during the year and employees newly involved in disputes which continued from the previous year.

## 4

## WORKING DAYS LOST, States and Territories

Period NSW Vic. Qld SA WA Tas. NT ACT Australia

## WORKING DAYS LOST('000)

1993	178.3	257.2	128.4	25.6	29.5	4.5	2.1	10.3	635.8
1994	223.2	87.0	133.3	18.0	27.4	4.6	7.0	1.1	501.6
1995	113.6	126.1	182.7	15.3	101.6	3.5	3.6	1.2	547.6
1996	377.9	218.1	205.4	41.6	47.3	13.0	4.4	20.9	928.5
1997	153.7	212.1	92.0	8.0	60.1	5.7	0.5	2.1	534.2
1998	188.5	200.0	51.5	16.1	61.2	3.1	0.7	5.1	526.2

## WORKING DAYS LOST PER THOUSAND EMPLOYEES

1993	83	157	117	50	48	28	31	75	100
1994	99	52	115	35	42	29	103	8	76
1995	48	72	148	28	150	22	48	9	79
1996	158	122	162	77	68	78	59	148	131
1997	64	118	71	15	85	35	7	15	75
1998	78	108	38	30	83	19	8	36	72

## 5

## WORKING DAYS LOST PER THOUSAND EMPLOYEES, By Industry—States and Territories

State	Coal mining	Other mining	Metal product; Machinery and equipment manufacturing	Other manufacturing	Construction	Transport and storage; Communication services	Education; Health and community services	Other industries(a)	All industries
NSW	4 712	—	67	87	388	118	46	13	78
Vic.	—	211	123	211	764	114	150	8	108
Qld	873	34	16	17	340	111	—	2	38
SA	—	—	71	58	161	76	26	6	30
WA	453	1	4	9	1 107	125	37	4	83
Tas.	—	88	57	50	7	162	—	2	19
NT	—	—	—	—	—	117	4	1	8
ACT	—	—	—	—	691	32	9	8	36
Australia	2 732	23	71	106	524	114	57	7	72

— nil or rounded to zero (including null cells)

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

## INDUSTRIAL DISPUTES OCCURRING DURING THE YEAR, By Industry

<i>Industry</i>	<i>Industrial disputes which occurred no.</i>	<i>Employees involved '000</i>	<i>Working days lost '000</i>
Agriculture, forestry and fishing	—	—	—
Mining	111	35.3	61.8
Coal	105	34.6	60.4
Iron ore	np	0.2	—
Other	np	0.5	1.3
Manufacturing	125	41.2	95.3
Food, beverage and tobacco	26	9.4	33.5
Textile, clothing, footwear and leather	7	4.1	6.5
Wood and paper product	5	2.2	7.1
Printing, publishing and recorded media	7	0.8	0.8
Petroleum, coal, chemical and associated product	7	1.3	9.1
Metal product; Machinery and equipment	76	21.3	27.5
Other manufacturing	9	2.0	10.8
Electricity, gas and water supply	13	3.0	4.0
Construction	140	107.0	210.9
Wholesale trade; Retail trade; Accommodation, cafes and restaurants	5	0.4	11.3
Transport and storage	66	10.7	14.5
Road transport	17	4.8	4.8
Rail transport	4	0.4	1.2
Air and space transport	np	0.1	0.1
Stevedoring	42	5.0	7.5
Other transport; services to transport; storage	5	0.5	0.9
Communication services	3	32.2	38.3
Finance and insurance; Property and business services	9	1.4	4.0
Government administration and defence	19	7.7	6.8
Education; Health and community services	26	105.6	75.6
Cultural and recreational services; Personal and other services	25	3.8	3.8
Total	518	348.3	526.2

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

Industry	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
EMPLOYEES INVOLVED ('000)									
Agriculture, forestry and fishing	—	—	—	—	—	—	—	—	—
Mining	28.5	0.3	5.6	—	0.7	0.2	—	—	35.3
Coal	28.5	—	5.5	—	0.6	—	—	—	34.6
Iron ore	—	—	—	—	0.2	—	—	—	0.2
Other	—	0.3	0.1	—	—	0.2	—	—	0.5
Manufacturing	7.8	27.8	1.5	3.1	0.5	0.5	—	—	41.2
Food, beverage and tobacco	0.9	6.5	1.2	0.7	0.3	—	—	—	9.4
Textile, clothing, footwear and leather	0.2	3.6	—	0.3	—	—	—	—	4.1
Wood and paper product	0.4	1.3	—	—	0.1	0.3	—	—	2.2
Printing, publishing and recorded media	0.6	0.2	—	—	—	—	—	—	0.8
Petroleum, coal, chemical and associated product	—	1.0	—	0.4	—	—	—	—	1.3
Metal product; Machinery and equipment	5.7	13.4	0.4	1.7	0.1	0.2	—	—	21.3
Other manufacturing	0.1	1.8	—	0.1	—	—	—	—	2.0
Electricity, gas and water supply	—	0.5	—	1.4	1.0	—	—	0.1	3.0
Construction	27.6	42.9	13.0	2.6	18.1	0.2	—	2.7	107.0
Wholesale trade; Retail trade; Accommodation, cafes and restaurants	0.3	0.1	—	—	—	—	—	—	0.4
Transport and storage	5.9	1.9	1.7	0.3	0.8	0.1	—	—	10.7
Road transport	2.6	0.4	0.9	0.2	0.6	—	—	—	4.8
Rail transport	0.1	—	0.3	—	—	0.1	—	—	0.4
Air and space transport	—	0.1	—	—	—	—	—	—	0.1
Stevedoring	3.3	1.0	0.5	—	0.1	—	—	—	5.0
Other transport; services to transport; storage	—	0.4	—	—	—	—	—	—	0.5
Communication services	12.0	7.1	6.0	1.7	3.6	1.0	0.6	0.2	32.2
Finance and insurance; Property and business services	0.8	0.5	—	—	—	—	—	—	1.4
Government administration and defence	1.4	2.8	0.9	1.0	0.5	0.2	0.1	0.8	7.7
Education; Health and community services	57.7	38.2	0.1	5.9	3.4	—	—	0.3	105.6
Cultural and recreational services; Personal and other services	2.3	0.6	0.1	0.3	0.2	—	—	0.3	3.8
Total	144.3	122.9	28.8	16.3	28.8	2.1	0.6	4.4	348.3

WORKING DAYS LOST ('000)									
Agriculture, forestry and fishing	—	—	—	—	—	—	—	—	—
Mining	51.2	0.8	9.2	—	0.5	0.2	—	—	61.8
Coal	51.2	—	8.8	—	0.5	—	—	—	60.4
Iron ore	—	—	—	—	—	—	—	—	—
Other	—	0.8	0.4	—	—	0.2	—	—	1.3
Manufacturing	27.0	57.9	2.7	6.0	0.6	1.1	—	—	95.3
Food, beverage and tobacco	14.5	16.1	1.8	0.8	0.3	—	—	—	33.5
Textile, clothing, footwear and leather	0.4	5.3	—	0.8	—	—	—	—	6.5
Wood and paper product	2.5	3.8	—	—	0.1	0.7	—	—	7.1
Printing, publishing and recorded media	0.6	0.2	—	—	—	—	—	—	0.8
Petroleum, coal, chemical and associated product	—	8.3	—	0.7	—	—	—	—	9.1
Metal product; Machinery and equipment	8.8	14.1	0.9	3.1	0.1	0.4	—	—	27.5
Other manufacturing	0.3	10.0	—	0.6	—	—	—	—	10.8
Electricity, gas and water supply	—	2.7	—	0.5	0.7	—	—	0.1	4.0
Construction	54.5	72.6	28.3	3.5	48.0	0.1	—	3.8	210.9
Wholesale trade; Retail trade; Accommodation, cafes and restaurants	11.1	0.2	—	—	—	—	—	5.4	11.3
Transport and storage	5.1	5.2	2.7	0.3	0.5	0.7	—	—	14.5
Road transport	3.0	0.2	0.9	0.2	0.4	—	—	—	4.8
Rail transport	0.1	—	0.5	—	—	0.7	—	—	1.2
Air and space transport	—	0.1	—	—	—	—	—	—	0.1
Stevedoring	2.0	4.6	0.8	—	0.1	—	—	—	7.5
Other transport; services to transport; storage	—	0.3	0.6	—	—	—	—	—	0.9
Communication services	14.4	8.3	7.4	1.7	4.8	1.0	0.5	0.2	38.3
Finance and insurance; Property and business services	2.6	1.2	0.2	—	—	—	—	—	4.0
Government administration and defence	1.5	2.5	0.9	0.7	0.5	0.2	0.1	0.5	6.8
Education; Health and community services	19.6	47.5	0.1	2.9	5.3	—	0.1	0.2	75.6
Cultural and recreational services; Personal and other services	1.5	1.1	0.1	0.6	0.4	—	—	0.3	3.8
Total	188.5	200.0	51.5	16.1	61.2	3.1	0.7	5.1	526.2

— nil or rounded to zero (including null cells)

## INDUSTRIAL DISPUTES ENDING DURING THE YEAR, By Cause of Dispute

<i>Cause of dispute</i>	1993	1994	1995	1996	1997	1998
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## WORKING DAYS LOST ('000)

Wages	137.0	140.6	155.7	247.1	108.7	37.3
Hours of work	3.5	5.4	2.7	8.3	4.0	0.1
Leave, pensions, compensation	12.3	19.0	16.4	—	4.3	3.6
Managerial policy	271.2	158.9	207.3	426.5	234.4	378.4
Physical working conditions	18.9	17.6	24.8	19.6	14.9	41.6
Trade unionism	10.5	7.8	22.8	46.6	7.2	13.3
Other	134.1	165.6	125.6	183.3	71.9	138.4
Total	587.3	514.8	555.1	931.4	445.3	612.8

## WORKING DAYS LOST (%)

Wages	23.3	27.3	28.0	26.5	24.4	6.1
Hours of work	0.6	1.0	0.5	0.9	0.9	—
Leave, pensions, compensation	2.1	3.7	3.0	—	1.0	0.6
Managerial policy	46.2	30.9	37.3	45.8	52.6	61.7
Physical working conditions	3.2	3.4	4.5	2.1	3.4	6.8
Trade unionism	1.8	1.5	4.1	5.0	1.6	2.2
Other	22.8	32.2	22.6	19.7	16.1	22.6
Total	100.0	100.0	100.0	100.0	100.0	100.0

— nil or rounded to zero (including null cells)

r revised

## INDUSTRIAL DISPUTES ENDING DURING THE YEAR, By Cause of Dispute—By Industry

<i>Cause of dispute</i>	<i>Coal mining</i>	<i>Other mining</i>	<i>Metal product; Machinery and equipment manufacturing</i>	<i>Other manufacturing</i>	<i>Construction</i>	<i>Transport and storage; Communication services</i>	<i>Education; Health and community services</i>	<i>Other industries(a)</i>	<i>All industries</i>
NUMBER OF DISPUTES									
Wages	np	—	6	4	15	5	np	10	44
Hours of work	—	—	—	—	np	np	—	—	np
Leave, pensions, compensation	—	—	3	3	10	5	—	—	21
Managerial policy	55	np	50	38	54	35	18	41	290
Physical working conditions	27	—	5	—	35	12	—	6	84
Trade unionism	15	np	7	4	19	7	np	np	57
Other	np	np	5	3	np	np	np	np	np
Total	104	7	76	52	139	69	27	65	514

## EMPLOYEES INVOLVED('000)

Wages	0.6	—	1.6	1.3	5.1	1.7	0.1	1.9	12.2
Hours of work	—	—	—	—	0.1	0.1	—	—	0.1
Leave, pensions, compensation	—	—	0.1	0.5	0.9	0.2	—	—	1.7
Managerial policy	15.7	0.5	8.9	7.8	70.3	37.4	92.2	11.5	244.2
Physical working conditions	5.8	—	0.4	—	11.6	1.5	—	1.0	20.2
Trade unionism	2.0	0.2	1.5	0.7	11.5	0.8	—	0.4	17.1
Other	10.4	—	22.9	26.3	22.1	5.0	14.0	3.0	103.7
Total	34.5	0.7	35.3	36.5	121.5	46.7	106.3	17.7	399.3

## WORKING DAYS LOST('000)

Wages	0.9	—	0.5	2.0	28.5	1.7	0.1	3.7	37.3
Hours of work	—	—	—	—	0.1	0.1	—	—	0.1
Leave, pensions, compensation	—	—	0.7	1.6	1.2	0.1	—	—	3.6
Managerial policy	30.8	1.3	23.7	52.3	135.5	48.5	62.8	23.4	378.4
Physical working conditions	6.9	—	0.3	—	32.2	1.1	—	1.1	41.6
Trade unionism	2.1	—	1.1	1.6	7.5	0.5	—	0.5	13.3
Other	18.3	—	28.8	36.3	34.0	5.5	13.2	2.3	138.4
Total	59.1	1.4	55.0	93.7	239.0	57.5	76.2	31.0	612.8

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

## INDUSTRIAL DISPUTES ENDING DURING THE YEAR, By Duration of Dispute

<i>Duration of dispute</i>	1993	1994	1995	1996	1997	1998
WORKING DAYS LOST ('000)						
Up to and including 1 day	142.8	72.9	132.9	202.3	120.5	114.2
Over 1 and up to and including 2 days	262.8	123.4	104.1	144.9	102.9	309.6
Over 2 and less than 5 days	106.5	104.6	154.7	466.4	46.2	41.0
5 and less than 10 days	40.1	147.2	97.6	53.4	78.5	55.1
10 and less than 20 days	32.3	58.9	28.4	17.9	39.2	37.2
20 days and over	2.8	7.7	37.5	46.5	58.0	55.7
Total	587.3	514.8	555.1	931.4	445.3	612.8
WORKING DAYS LOST (%)						
Up to and including 1 day	24.3	14.2	23.9	21.7	27.1	18.6
Over 1 and up to and including 2 days	44.7	24.0	18.8	15.6	23.1	50.5
Over 2 and less than 5 days	18.1	20.3	27.9	50.1	10.4	6.7
5 and less than 10 days	6.8	28.6	17.6	5.7	17.6	9.0
10 and less than 20 days	5.5	11.4	5.1	1.9	8.8	6.1
20 days and over	0.5	1.5	6.7	5.0	13.0	9.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

## INDUSTRIAL DISPUTES ENDING DURING THE YEAR, By Method of Settlement

<i>Method of settlement</i>	<i>Coal mining</i>	<i>Other mining</i>	<i>Metal product; Machinery and equipment manufacturing</i>	<i>Other manufacturing</i>	<i>Construction</i>	<i>Transport and storage; Communication services</i>	<i>Education; Health and community services</i>	<i>Other industries(a)</i>	<i>All industries</i>
NUMBER OF DISPUTES									
Negotiation	21	np	11	15	49	8	np	13	120
State legislation	np	—	np	np	7	4	np	np	23
Federal and joint Federal-State legislation	np	—	10	16	14	np	np	10	59
Resumption without negotiation	78	np	50	16	69	52	23	37	306
Other methods	—	—	np	np	—	np	—	np	6
Total	104	7	76	52	139	69	27	65	514

## EMPLOYEES INVOLVED ('000)

Negotiation	3.2	0.4	1.7	3.4	65.2	0.7	—	2.5	77.0
State legislation	—	—	0.2	0.4	0.9	0.9	0.3	0.6	3.3
Federal and joint Federal-State legislation	10.8	—	3.8	2.5	2.2	0.7	3.4	1.5	24.9
Resumption without negotiation	20.5	0.3	29.5	30.2	53.2	44.2	102.6	12.8	293.1
Other methods	—	—	0.2	—	—	0.2	—	0.4	0.8
Total	34.5	0.7	35.3	36.5	121.5	46.7	106.3	17.7	399.3

## WORKING DAYS LOST ('000)

Negotiation	16.0	1.2	6.0	39.8	141.3	1.8	—	2.2	208.2
State legislation	—	—	0.4	2.8	3.5	0.9	0.3	0.7	8.6
Federal and joint Federal-State legislation	19.7	—	13.6	10.4	7.7	0.8	5.3	16.3	73.6
Resumption without negotiation	23.3	0.2	34.3	40.7	86.6	53.8	70.6	11.2	320.6
Other methods	—	—	0.7	0.2	—	0.2	—	0.6	1.6
Total	59.1	1.4	55.0	93.7	239.0	57.5	76.2	31.0	612.8

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

## INDUSTRIAL DISPUTES ENDING DURING THE YEAR

	Disputes	Total Employees		Working Days	
		Involved . . . . .		Lost . . . . .	
	no.	'000	%	'000	%
EMPLOYEES INVOLVED					
Under 50	112	3.1	0.8	8.0	1.3
50 and under 100	102	7.4	1.9	14.3	2.3
100 and under 200	121	17.2	4.3	39.1	6.4
200 and under 400	113	29.4	7.4	95.9	15.6
400 and under 1 000	36	20.8	5.2	52.8	8.6
1 000 and under 2 000	10	13.6	3.4	25.0	4.1
2 000 and under 3 000	3	6.0	1.5	20.2	3.3
3 000 and over	17	301.7	75.6	357.5	58.3
Total	514	399.3	100.0	612.8	100.0
WORKING DAYS LOST					
10 and under 100	197	13.6	3.4	7.6	1.2
100 and under 500	208	41.5	10.4	44.7	7.3
500 and under 1 000	47	14.5	3.6	33.0	5.4
1 000 and under 2 000	22	15.1	3.8	29.2	4.8
2 000 and under 5 000	19	42.7	10.7	62.3	10.2
5 000 and under 10 000	9	69.0	17.3	64.7	10.6
10 000 and over	12	202.8	50.8	371.3	60.6
Total	514	399.3	100.0	612.8	100.0

## EXPLANATORY NOTES

### INTRODUCTION

**1** This publication contains annual statistics of industrial disputes. Figures for the period have previously been published in less detail in *Industrial Disputes, Australia* (Cat. no. 6321.0) issued monthly.

**2** Two methods of presenting industrial disputes statistics are used in this publication. These are shown in:

- Disputes which occurred during a particular year, irrespective of whether the disputes ended during the year or continued into subsequent years. Statistics of employees involved and working days lost relate only to disputes in progress during the year concerned.
- Disputes which ended during the year. Statistics relate to all employees involved and working days lost during the course of disputes ending in the particular year, even if the disputes started in the previous year.

### COVERAGE

**3** The statistics in this publication relate to disputes which involved stoppages of work of 10 working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by 10 people in one day, regardless of the length of the stoppage, for example, 3,000 workers on strike for 2 hours would be counted as 750 working days lost (assuming they work an 8 hour day).

**4** The statistics of working days lost relate to the losses due to industrial disputes only (see the definition of 'Disputes' in the Glossary). Effects on other establishments, such as stand-downs because of lack of materials, disruption of transport services and power cuts are not included.

**5** The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. Particulars of some stoppages, e.g. State or Territory or Australia-wide general strikes may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes as defined above.

### TYPE OF DISPUTE

**6** Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).

**7** Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which employees resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignation.

### CHANGE IN METHODOLOGY

**8** The basis for the calculation of working days lost per thousand employees was changed in *Industrial Disputes, Australia, 1994* (Cat. no. 6322.0) to use estimates of employees taken from the Australian Bureau of Statistics' (ABS) Labour Force Survey only. Estimates have been recalculated on this basis for each 12 month period back to December 1990 and are available on request. For the 1987 to 1993 editions of this publication, estimates of employees were taken predominantly from the ABS Survey of Employment and Earnings (*Wage and Salary Earners, Australia* (Cat. no. 6248.0)).

## EXPLANATORY NOTES *continued*

**9** The basis for the calculation of the number of disputes was changed in *Industrial Disputes, Australia, 1992* (Cat. no. 6322.0) and the series revised back to September 1991. Prior to September 1991, disputes affecting more than one industry and/or State or Territory were counted as a separate dispute in each industry and State or Territory and in the Australian total. From September 1991 onwards, a dispute affecting more than one industry and/or State or Territory is counted once in each industry and/or State or Territory, but only once at the broader industry and Australia level. The reason for the change was to align the method of counting the number of industrial disputes with the International Labour Organisation guidelines. This change does not affect the estimates of employees involved or working days lost.

### INDUSTRY CLASSIFICATION

**10** Industry information from 1994 is classified according to the Australian and New Zealand Standard Industrial Classification. For more details refer to *Australian and New Zealand Standard Industrial Classification (ANZSIC) 1993* (Cat. no. 1292.0). It replaces the Australian Standard Industrial Classification (ASIC). Data for periods prior to 1994 have been classified only according to ASIC.

### RELIABILITY OF ESTIMATES

**11** The estimates in this publication are based on a full enumeration of industrial disputes that were identified as occurring during the reference period. However, some inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS even though considerable care is taken in questionnaire design, in the instructions given to respondents and in editing the data.

### RELATED PUBLICATIONS

**12** ABS publications and standard data services which may be of interest are:

- *Industrial Disputes, Australia* (Cat. no. 6321.0)—issued monthly
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (Cat no. 6310.0)—issued annually
- *Labour Force, Australia* (Cat. no. 6203.0)—issued monthly
- *Labour Statistics, Australia, 1997* (Cat. no. 6101.0)
- *Wage and Salary Earners, Australia* (Cat no. 6248.0)—issued quarterly
- *Working Arrangements, Australia* (Cat no. 6342.0)—issued irregularly

**13** Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (Cat. no. 1105.0) which lists publications to be released in the next few days.

### UNPUBLISHED STATISTICS

**14** A range of unpublished data is also available on request including dispute details at more detailed industry levels, cross-classified by State and Territory, and finer cause of dispute and method of settlement categories than those published. Considerable time series exist for most variables. Inquiries regarding data availability and the associated charges should be directed to Margaret Livingston on Melbourne 03 9615 7329.

## GLOSSARY

**Cause of dispute** The statistics for cause of industrial disputes relate to the reported main cause of stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows:

*Wages.* Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which the other claims are deemed to be the most important are included under the relevant clause.

Disputes over award restructuring are included under managerial policy.

*Leave, pensions, compensation.* Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.

*Managerial policy.* Disputes concerning the exercise of managerial control by employers, e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards and agreements; award restructuring; work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimisation of union officials; employment of particular persons; disagreement with managerial decisions.

*Physical working conditions.* Disputes concerning physical working conditions and safety issues, e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the condition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.

*Trade unionism.* Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.

*Hours of work.* Claims involving general principles relating to hours of work, e.g. decrease (increase) in hours; distribution of hours.

*Other.* Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship, e.g. political matters; fining and jailing of persons; lack of work; lack of adequate transport; non-award public holidays; accidents and attendance at funerals. Stoppages for which no reason is given are also included in this category.

**Disputes** For these statistics, an *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurred.

A dispute affecting more than one industry and/or State or Territory is counted once in each industry and State or Territory but only once at the broader industry and Australia level. Prior to September 1991 disputes covering more than one industry and/or State or Territory were counted differently (refer to paragraph 9 of the Explanatory Notes for details).

## GLOSSARY *continued*

When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

### Disputes which occurred during the year

*Disputes which occurred during the year* encompasses those disputes which:

- started in a previous year and ended in the year being measured; or
- began and ended in the year being measured.
- began in the year being measured and continued into the next year; or
- started in the previous year, continued through the year being measured and into the next year.

### Disputes which ended during the year

*Disputes which ended during the year* encompasses those disputes which:

- started in a previous year and ended in the year being measured; or
- began and ended in the year being measured.

### Duration of dispute

The *duration* of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

### Employees

*Employees* refers to wage and salary earners only. Excluded are persons who are self-employed (e.g. building subcontractors, owner-drivers of trucks) and employers.

*Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

*Employees indirectly involved* are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded (see paragraph 4 of the Explanatory Notes).

*Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the total number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees newly involved in subsequent months. Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees newly involved in stoppages in the second period in which the dispute occurs.

### Method of settlement

Statistics of the *method of settlement* of industrial disputes relate to the method directly responsible for ending the stoppage of work as reported and not necessarily to the method (or methods) responsible for settling all matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Commonwealth legislation. The classification of method of settlement is as follows:

*Negotiation.* Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Commonwealth industrial legislation.

## GLOSSARY *continued*

*State legislation.* Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.

*Federal and joint Federal-State legislation.* Compulsory or voluntary conference or by intervention or assistance of, or reference to, the industrial relations commissions created by or constituted under the *Workplace Relations Act*, *Coal Industry Acts*, *Stevedoring Industry Act*, and other Acts such as the *Navigation Act*; *Public Service Arbitration Act*. Intervention, assistance or advice of Federal government officials or inspectors.

*Resumption without negotiation.* This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.

*Other methods.* Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

### Working days lost

*Working days lost* refers to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of dispute.

### Working days lost per thousand employees

*Working days lost per thousand employees* are calculated for the 12 month period by dividing the total number of working days lost by the total number of employees and multiplying by 1,000. The number of employees is obtained from the ABS Labour Force Survey, and is averaged over the 12 month period. Refer to paragraph 8 of the Explanatory Notes for further information.

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